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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q110-Q115):

NEW QUESTION # 110

ESOPs, ESPPs, and profit-sharing are all examples of which of the following?

- A. Deferred compensation
- B. Sales bonus options
- C. Gainsharing strategies
- D. Group incentives

Answer: D

Explanation:

Section: Volume F

Explanation/Reference:

Answer option C is correct.

Group incentives share common elements including the reward of individuals based on their collective efforts. Employee Stock Ownership Plans, Employee Stock Purchase Plans, profit-sharing, and gainsharing (D) are all examples of group incentives. Deferred compensation (A) refers to tax-deferred retirement plans, and a sales bonus (B) is a type of commission paid to workers.
Chapter: Compensation and Benefits
Objective: Review Questions

NEW QUESTION # 111

_____ is one of several learning organization characteristics.

- A. An assessment center
- **B. Systems thinking**
- C. Massed practice
- D. Programmed instruction

Answer: B

Explanation:

Section: Volume F

Explanation/Reference:

Answer option B is correct.

Systems thinking refer to the characteristic of a learning organization that uses a variety of information- gathering techniques to acquire knowledge about new technology, determine its value, and convert this knowledge into new and improved practices and procedures. Assessment centers (D) are used to determine what kind of training an individual needs. Massed practice (C) is a form of practicing job tasks during training in which all tasks are practiced at the same time. Programmed instruction (A) is a type of self-instruction that requires trainees to complete each step in the training before moving on to the next step.

Chapter: Human Resource Development

Objective: Review Questions

NEW QUESTION # 112

Which of the following creates a variety of affirmative action obligations for employers with federal government contracts?

- A. Office of Federal Contract Compliance Programs (OFCCP)
- **B. Vietnam Era Veterans Readjustment Assistance Act (VEVRAA)**
- C. Department of Labor (DOL)
- D. Equal Employment Opportunity Commission (EEOC)

Answer: B

Explanation:

Explanation/Reference:

Answer option D is correct.

Chapter: Workforce Planning and Employment

Objective: Federal Employment Legislation

NEW QUESTION # 113

John has made unwanted sexual advances to a female employee that he manages. The female employee has rejected the advances. John then gives a very negative review of the female's work even though she has worked well, met her objectives, and received positive reviews in the past. This is likely a case of what?

- A. Jealousy
- B. Constructive discharge
- C. Hostile work environment
- **D. Quid pro quo**

Answer: D

Explanation:

Section: Volume B

Explanation/Reference:

Answer option D is correct.

Quid pro quo means this for that. In this instance the unwelcome sexual advance may be linked to the unfavorable performance review. This is a form of sexual harassment.

Answer option B is incorrect. Jealousy isn't the best answer for this scenario.

Answer option C is incorrect. A constructive discharge is when a work environment becomes so critical, negative, and threatening that an employee feels the need to quit the job.

Answer option A is incorrect. A hostile work environment is more than just quid pro quo. It happens when conditions within the environment are so hostile to an individual or others who haven't experienced sexual harassment that they feel uncomfortable or threatened.

Reference: Professional in Human Resources Certification Guide, Sybex, ISBN: 978-0-470-43096-5. Chapter 7: Employee and Labor Relations. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Employee and Labor Relations

Objective: Federal Employment Legislation

NEW QUESTION # 114

The best place to start when developing a diversity, equity and inclusion (DEI) program is to:

- A. Submit a budget request
- **B. Conduct a needs assessment**
- C. Review business unit metrics
- D. Enlist organizational champions

Answer: B

Explanation:

Launching a DEI strategy without first understanding your organization's current state can lead to misalignment. A needs assessment identifies representation gaps, barriers, and opportunities to embed DEI across systems and culture.

Extract from HRCI-aligned HR knowledge (Leadership and Strategy- DEI emphasis):

The SPHR-level process begins with "collecting data to inform inclusion strategy." This includes representation audits, climate surveys, and qualitative inputs to build DEI goals based on actual organizational needs.

NEW QUESTION # 115

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